# WHNS - EEO Public File Report

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File and consists of three (3) parts as follows:

- 1. A form for each job vacancy filled by the station from August 1, 2008 to July 31, 2009 entitled the "Recruitment Sources Report" which includes the following information:
  - \*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.
  - \*The Recruitment Sources used to fill those job vacancies, identified by name.
  - \*The Recruitment Source referring the hiree for each job vacancy.
- 2. A second form entitled "Interviewee Records Report" listing the following information:
  - \*Each Recruitment Source listed by name, contact name, address and phone number.
  - \*The total number of persons interviewed for job vacancies between August 1, 2008 to July 31, 2009.
- 3. A brief description of Recruitment Initiatives.

### WHNS Recruitment Sources Report

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WithNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File.

Reporting of Information Relative to Job Vacancies Filled by WHNS for the Period of August 1, 2008 to July 31, 2009. For the period of August 1, 2008 to July 31, 2009, WHNS filled the following job vacancies as defined by the FCC EEO rules.

### YTD Recruiting Sources Report Job Vacancies: August 1, 2008 to July 31, 2009

Recruiting Sources (Poston Fired Date)	National Sales Assistant 8/25/08	News Anchor 8/1/08	Nows Producer 8/25/08	News Producer 9/2/08	News Writer 9/8/08	Photographer 9/15/08	Crt Svcs Writer/Producer 9/29/08	Sr. Promotoris Producer 10/6/08	Assi News Director	Account Executive	General Salos Mgr 11/24/08	Photographer 12/1/08	sociale Produ 12/15/08	Director 3/23/09	Associate Produ	ucer
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Isothermal Community College	X X		х х	X X	х х	хх	X X	x x	x x	x x	x x	хх	X X	x x	хх	- 1
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Southern Wesleyan University	x x		х х	X X	x x	x x	x x	x x	x x	x x	x x	x x	x x	хх	хх	1
Spartanburg Technical College	X X		хх	XX	X X	X X	X X	x x	хх	x x	x x	x x	X X	хх	хх	1
Tri-County Technical College	хх		x x	x x	x x	хх	X X	хх	x x	x x	X X	X X	хх	хх	хх	1
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RSIO-Requesting Sources/Organizations that requested and received the job vacancy notice.

X= Represents All Recruishing Sources that received the job vacancy notice.

HS=Returnal Source

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RRER-Hister was reterred by Industry Returnal Referred Histen.

RRER-Hister was reterred by Industry Returnal Referred Histen.

IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was fittled internally.

### WHNS INTERVIEWEE RECORDS REPORT

Job Vacancies: August 1, 2008, through July 31, 2009

This Report lists all Recruitment Sources and the total number interviewees referred by each Rerultment Source during this reporting period.

# Interviewees	Referral Sources									
	Name	Contact Name/Title*	Telephone	<u>Fax</u>	Address1	Address2	City	State		E-mail Address
	AAJA - Asian American Journalists Assoc.	Albert Lee	415.346.2051	415.346.6343	Professional Programs Coordinator	1182 Market St, Suite 320	San Francisco			post@aaja.org
	Art Institute of Atlanta	Nicole Langton	770.689.4870	770.394.9798	6600 Peachtree-Dunwoody Road		Atlanta	GA	30328	nlanglon@aii.edu
	AWRT Career Line	Alicia Edison/Administrator	703.506.3290	703.506.3266	1595 Spring Hill Road, Suite 330		McLean	VA	22182	awrt.org site -to list page online
	National Association of Black Journalists	Warner Williams	301,445,7100	301.445.7101	8701-A Adelphi Road		Ađelphi	MD	20783-1716	nabj.org-to list page online
	National Association of Broadcasters	on line job listing	202.429.5497	202.429.5406	Employment Clearhouse	1771 N Street, NW	Washington	DC	20036	nab.org
	National Association of Hispanic Journalists	Job Bank Coordinator	202.662.7145	202.662.7144	Career & Opportunity Exchange	1193 National Press Building	Washington	DC	20045-2100	jobbank@nahj.org
	National Society of Black Engineers	Administrative Team	703.549.2207	703.683.5312	1454 Duke Street		Alexandria	VA	22314	www.nsbe.org - list on-line only
,	Society of Broadcast Engineers	Scott Jones			9247 N. Meridian St., Suite 305		Indianapolis	IN	46260	kjones@sbe.org
	South Carolina Broadcasters Association	on line job listing			USC College of Journalism	One Harbison Way, Suite 112	Columbia	SC	29212	SCBA.net-to list
	Asheville Citizen Times - Classifed Dept	Britlany Young	828.232.5908	828.253.4682	P.O. Box 2090	·	Asheville	NC	28802	byyoung@ashevill.gannett.com
	Greenville News Piedmont - Classified Dept	Autumn Moon	864,298,4221	864.298.4019	P.O. Box 1688		Greenville	SC	29602	helpwanted@greenvillenews.com
	Spartanburg Herald Journal	Nancy Mullinax/594-6325	864.582.2104	864.594.6349	P.O. Box 1657		Spartanburg	SC	29304	classified.lineads@shj.com
	Spots-N-Dots	Classified Dept/ Dai	888.884.8630	607.729.7331	167 Oakdale Road		Johnson City	NY	13790	alice@spotsndots.com
	Television Bureau of Advertising	Classified Dept	212.486.1111	212.935.5631	TV8 Web Page	3 East 54th Street	New York	NY	10022	tvb.org - to list on line
	Broadcasting & Cable Magazine	Katie Rosa			5700 Wilshire Blve, Suite 120		Los Angeles	CA	90036	kalie_rosa@reedbusiness.com
	Television Week (Electronic Media)	Susan Moss	323.370.2409	323.658.6174	6500 Wilshire Blvd, Suite 2300		Los Angeles	LA	90048	Classifieds@TVWeek.com
	Benedict College	Karen Rutherford	803.256.4220	803.253.5063	Career Placement Office	1600 Harden Street	Columbia	SC	29204	nitherk@benedict.edu
	Bob Jones University	Casey Wren	864-242-5100	864-770-1307	Dept Head/Radio & Television	1700 Wade Hampton Blvd.	Greenville	SC	29614	cwren@biu.edu
	Claffin University	Akeem Boneparte	803.535.5466	803.535.5379	•	400 Magnolia Street	Orangeburg	sc	29115	akeem.bonepart@claffin.edu
	Clemson University	Eddie Smith	864.656.5383	864.656.0599	Internship & Placement Office	402 Strode Tower, #314510	Clemson	SC	29634	seddje@clemson.edu
	Furman University	John Barker	864.294.2106	864.294.3123	Director, Career Services	3300 Poinsett Highway	Greenville		29613	career.services@furman.edu
	Limestone College	lieka Leaks	864.488.4557	864.487.8706	Director, Career Services	1115 Collage Drive	Gaffney	SC	29340	ileaks@limestone.edu
	Greenville County Workforce Devetopment	Rachael Carlisle	864.467.8095	864.467.8151	301 University Ridge, Ste 1500		Greenville		29601	rcarlisle@greenvillecounty.org
	Greenville Technical College	Betty Vaugho	864.250.8222	864.250.8759	Career Placement Office	P.O. Box 5616	Greenville		29670	www.greenvilletech.com (to post)
	Greenville Urban League	Brenda Theis/HR Director	864.322.4101	864.268.2662	15 Regency Hilt Drive		Greenville		29607	btheis@urbanleaqueof the upstate.org
	Isothermal Community College	Jay Coomes	828.286.3636	828.286.4014	Career Placement Office	P.O. Box 804	Spindale		28160	icoomes@isolhermal.edu
	tTT Technical Institue	Rachel Glenn	864.288.0777	864.297.0930	Career Services Specialist	Six Independence Point	Greenville	SC	29615	rglenn@itt-tech.edu
	Lander University	Deb Nygro			Career Placement Office	320 Stanley Avenue	Greenwood		29649	www.cotlegecentral.com/lander
	Newberry College	Travis Ballenger	803,321.5149	803.321.5145	Director of Career Services	2100 College Street	Newberry		29108	travis.ballenger@newberry.edu
	North Greenville College	Shurajit Gopat			Career Placement Office	7801 N. Tigerville Rd., Box 1892			29688	shur@shur.us
	North Greenville College	Linwood A. Hagin, PH.D.			Chair, Mass Communication Dept.	P.O. Box 1892	Tigerville	SC	29688	LAHagin@ngc.edu
	South Carolina Job Service	June Harden/Gloria Griffin			Attn: Greenville Work Force Center	PO Box 328	Greenville		29602	ggriffin@sces.org
	South Carolina State University	Anna Haigler			Career Placement Office	300 College Street	Orangeburg		29117	humanresources@scsu.edu
	Southern Wesleyan University	Yvonne Duckett			Director, Career Services Center	P.O. Box 1020	Central			yduckett@swu.edu
•	Spartanburg Technical College	Kathy McKinzie		864.592.4792		P.O. Box 4386	Sparlanburg	SC	29305	mckinziek@sccsc.edu
	Tri-County Technical College	Pamela Rice			Career Placement Office	P.O. Box 587	Pendleton	SC	29670	jobplace@tctc.edu
	University of South Carolina-Spartanburg	Cheryl Moore			Career Placement Office	800 University Way	Spartanburg		29303	cmoore@uscupstate.edu
	Winthrop University	Mark S. Nortz			Instructor-Dept of Mass Comm.	701 Oakland Avenue	Rock Hill	SC	29733	nortzm@winthrop.edu
	Women in Communications-Gvi Chapter	Myra Simmons			Greater Greenville Chapter	P.O. Box 5264	Greenville	SC	29606	msimmons@greenvillechamber.org
	MediaLine.Com	Mark Shilstone			P.O. Box 51909		Pacific Grove		93950	Medialine.com
. 1	Promax/BDA	Post on-line			9000 W/ Sunset Blvd	Suite 900	Los Angeles	CA	90069	promax.lv
. 1	TVJOBS.com	Mark Holloway		760.754.2115						tvjob.com
• :	TVWEEK.com	Marc Abrams			6500 Wilshire Blvd, Suite 2300		Los Angeles		90048	tweek.com
. 2	b-roll.net	Kevin Johnson	202.486.8842		243 17th Street SE		Washingto		20003	kev@b-roll.nel
	602 Communications	Graeme Newell	704.543.1426	407.540.9336	6839 Charter Hills Road		Charlotte	NC	28277	gnewell@602communications.com
. 3	meredith.com									meredith.com
. 16	foxcarolina.com		000 40 ( 0===							foxcarolina.com
	careerbuilder.com		888.424.2562							
•	goupstate.com									'
	mediabiziobs.com	John Stipe			4404 51		Can delalada a	124	22467	jobs@ntediabix.com
 . B	Radio-Television News Directors Association (RTNDA)				4121 Plank Road #512		Fredricksburg	VA	22407	RTNDA.com
. B	industry/Employee Referrat									
3	Internal Promotion									

\*If contacts change during the reporting period, note date and name changes below. University of SC - Spartanburg. Contact change from John Monternayor to Cheryl Moore 8/25/08 Media Biz Jobs added on 9/8/08. John Stipe added as contact on 9/25/08 RNTDA added 9/2/08

Internal Candidate

Networking/Walk-In

3 12

2

TOTAL

Greenville County Workforce Development contact changed from Yvonne Davis to Rachael Carlisle 7/18/08

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address, and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacencies, you consent to the public disclosure of this information as required by the FGC.

Type of Recruitment Initiatives	Date		Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Internship Program	August 1, 2008 - Jul 31, 2009	ıly	6 students participated in the WHNS Internship Program. Interns worked in the News, Creative Services, Graphics, Sales and Administration Departments. These interns performed such duties as system editing/writing news stories, assisting photographers with equipment and lighting, weather graphics, assisting with sales activities, researching log discrepancies and human resources.	Bob Jones University, USC Upstate, Southern Wesleyan University
Code of Business Conduct and Ethics Web-Based employee training program	August 1, 2008 - Jul 31, 2009		All new department heads, supervisors and employees participate in the Code of Business Conduct and Ethics web- based training program. This program reviews business practices and procedures, including an overview of equal employment opportunity regarding harassment and	Meredith Corporation's EEO & Employee Relations Department
Equal Employment Opportunity Training	August 1, 2008 - Jui 31, 2009		All new managers participate in Targeted Selection Interview training process. This training includes 6 hours web based training, and covers hiring and promoting the best candidate, legal interview questions, and techniques to comply with state and local laws prohibiting discrimination.	Meredith Corporation's Training Department
Establishment of Training Program	August 1, 2008 - Ju 31, 2009	ıly	Tuition Reimbursement program designed to allow employees to acquire skills to further their careers in broadcasting.	Meredith Corporation's Tuition Reimbursement Program
Equal Employment Opportunity Web- Based training program	August 1, 2008 - Ju 31, 2009	1	All new department heads, supervisors and employees participate in the Equal Employment Opportunity web-based training program. This program reviews discrimination and harassment based on race, religion, sex, national origin, color, age, disability, sexual orientation and other protected classes under the law.	Meredith Corporation's EEO & Employee Relations Department
WHNS Web Site	August 1, 2008 - Ju 31, 2009	ily	WHNS web site instructs organization who wish to receive notification of job openings at WHNS-TV to contact the Personnel Administrator at WHNS-TV. The WHNS-TV address, phone and email address are listed for contact purposes.	www.whns.com
WHNS TV on-air announcements	August 1, 2008 - Ju 31, 2009	лју	WHNS on air PSA announcement instructs organizations who wish to receive notification of job openings at WHNS-TV to contact the Business Office/Personnel Administrator at WHNS-TV. The WHNS-TV address, phone number and email address are shown in the PSA s	WHNS - TV
Media Sponsor/ Partner	July 31, 2008 - August 5,2008		WHNS' sponsorship of the Urban League of the Upstate Job Fair. WHNS produced "Job Tips Series" for interviewee's on how to dress, how to prepare a resume and questions to ask. These spots aired on 7/31/08-8/5/08 leading to the job fair connections on 8/6/08. Information about the job fair was on www.foxcarolina.com website from July 31, 2008 - August 5, 2008. The website included links to the Urban League website and more interviewing tips for the job seekers. WHNS aired a total of 47 public service announcements - spots, and also ran news stories on "The Morning News" and "The 10 O'clock News" promoting the Urban League Job Fair.	Greenville Urban League of the Upstate's 2008 Career Connection

Type of Recruitment Initiatives	Date	Brief Description of initiative/Names of station personnel involved in initiative	Co-Sponsor's (if applicable)
Job Fairs, Career Fairs, Expos	August 6, 2008	WHNS department heads (Guy Hempel/General Manager, Jeff Guilbert/General Sales Manager, Alan DeFlorio/National Sales Manager, Kyann Lewis/News Director, Kelly Boan/Assistant News Director, Gregory Hasser/Executive Morning Producer, Michel Pelletier/Creative Services Director, Eric Clark/IT Administrator, Phyllis Olson/Business Manager and Joan Lovelace/Human Resources) manned the station's booth, and provided information about our station, at the annual career connection/diversity job fair. Managers spoke with job seekers concerning current WHNS' current job vacancies, job requirements and how to apply. We collected approximately 140 resumes resulting in one hire.	Greenville Urban League of the Upstate's 2008 Career Connection
	July 23, 2008 - July 26, 2008	Representatives from Meredith Broadcasting Group's corporate office, along with several news leader's from it's television stations participated in the UNITY Convention career fair. UNITY is a gathering of members from the four main minority broadcasting associations - The National Association of Black Journalists (NABJ), The National Association of Hispanic Journalists (NAHJ), the Asian American Journalist Association (AAJA), and the Native American Journalist Association (NAJA). The purpose of Meredith's participation was to educate attendees about Meredith Corporation, inform them of openings at all Meredith locations, network with potential hires, and provide thoughtful critiques of attendee's work.	UNITY Convention and Career Fair Chicago, IL
Programs sponsored by educational institutions relating to career opportunities in broadcasting	October 3, 2008	Weather Anchor, Kendra Kent, spoke to 90 students at Boiling Springs Intermediate about severe weather safety and answered their questions about weather.	
	October 15, 2008	8 students and 4 adults from Choice Home School toured the WHNS studio.	
	October 23, 2008	19 students and 4 adults from Fountain Inn Christian Academy toured the WHNS studio.	
	October 29, 2008	A student from Anderson County Schools shadowed weather anchor Kendra Kent.	
	November 3, 2008	Weather Anchor, Kendra Kent, spoke to 40 students at Woodmont Middle School about careers in Meteorology and TV as well as severe weather safety.	
	November 8, 2008	Anchor/Reporter, Jeff Moreau, participated in USC Upstate's "Media Day 2008". He gave a presentation to 100 students and answered questions.	
	December 5, 2008	Weather Anchor, Kendra Kent, spoke to 120 students at East End Elementary about weather safety and answered questions.	

ype of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
	January 27, 2009	General Manager, Guy Hempel, participated in a meeting in	
		Columbia, SC with the SCBA and group of individuals	1
		partnering to improve graduation rates in SC. Mr. Hempel is	
		also a board member on the committee.	
	February 4, 2009	Anchor, Diana Watson led a station tour with a local Cub Scott troop.	
	February 11, 2009	Two students from the Sterling School of Greenville, shadowed	
	7 3574417 11, 2333	anchor, Diana Watson, for several hours to learn more about her career.	
	February 13, 2009	Anchor, Diana Watson, participated in Career Day at Plain	
		Elementary in Simpsonville during which she provided	1
		information about her role as Anchor and showed them a	
		recent newscast.	
	February 19, 2009	Photographer, William Martin, provided a tour of the WHNS	
	1	studio and newsroom to 5 students and 2 teachers from	
		Pickens Middle School.	
	February 20, 2009	Anchor, Diana Watson, participated in Career Day at Mitchell	
		Road Elementary in Greenville and spoke to students about her	
		role.	
	February 26, 2009	Weather Anchor, Kendra Kent, visited Sterling School and	
		spoke with approx. 100 students about how to become a	
		meteorologist and severe weather safety.	
	February 27, 2009	Stephanie Maxwell, News Anchor, was the guest speaker at	
	·	Black History Month for students at Woodsfields Elementary	
		School in Greenwood, SC.	
	March 4, 2009	Weather Anchor, Kendra Kent gave a weather safety	
	·	presentation to 80 students at St. Anthony of Padva School	
		and answered questions on weather and severe weather	
		safety.	
	March 7, 2009	Anchor, Diana Watson, read to a group of students at Oakview	ł
		Elementary's SEEDS program in Simpsonville and did an art	·
		project with them.	1
	March 19, 2009	35 students from Reidville Elementary School in Spartanburg	
		toured the WHNS station and studio.	
	April 2, 2009	25 students from Berea Middle School toured the WHNS	
		station and studio.	
	April 13, 2009	Stephanie Maxwell, News Anchor, read to students at Jesse	1
	· ·	Bobo Elementary in Spartanburg for Poetry Monthly Celebrity	
		Readers Day.	
	April 15, 2009	Margaret Burnquist, Weekend Anchor/Reporter attended	
		Career Day at Belton Middle School.	
	April 16, 2009	Weather Anchor, Kendra Kent, met with 20-30 students at	
		WHNS from the Communities in Schools program and talked to	
		them about severe weather safety.	
	April 21, 2009	Students from Riverside HS shadowed anchor, Diana Watson	
		at the station.	
	April 21, 2009	Weather Anchor, Kendra Kent, spoke to students at Mountain	
		View Elementary.	
	April 21, 2009	General Manager, Guy Hempel, participated in a journalism	
		panel at Furman College.	

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
	April 24, 2009	Anchor/Reporter, Jeff Moreau, spoke to the Broadcast Journalism class and English class at Carolina HS. He also reviewed newscast footage and critiqued their student newscast. The day also included a Q&A session.	
	April 30, 2009	14 students and 6 adults from Easley Home School toured the WHNS station and studio.	
	May 6, 2009	25 students and 2 adults from Greenwood HS toured the WHNS station and studio.	
	May 7, 2009	A student from Greer HS, shadowed weather anchor, Kendra Kent, to learn more about her role.	
	May 11, 2009	News Director, Kelly Boan, judged senior projects at Greenville Technical Charter HS.	
	May 14, 2009	Anchor, Diana Watson spoke to three classes of students about her role as anchor during Career Day at Hillcrest HS in Simpsonville.	
	May 20, 2009	A student from Greer HS, shadowed weather anchor, Kendra Kent, to learn more about her role.	
Participate in other activities designed to urther the goat of disseminating nformation about opportunities in Broadcasting.	August 9, 2008	Anchor, Stephanie Maxwell participated in the 5th annul Upstate Family Reuinion for WJMZ-FM.	
	October 27, 2008	Anchor, Dan Bubany, played in a charity golf tournament for the Speech and Learning Center at Holly Tree golf club.	
	November 9, 2008	Weahter Anchor Kendra Kent, and Anchor, Dan Bubany emceed the March of Dimes charity banquet.	
	December 8, 2008	Newstaff were celebrity bell ringers for the Salvation Army at the Haywood Mall. Daina Watson, Dan Bubanym Stephanie Maxwell, Chaundra Luckett, Lidia St. Mark, Margaret Burnquist, Jeff Moreau, Cody Alcorn, Anthony Cox, Kendra, Kent, and Melissa Jones participated.	
	February 7, 2009	Anchor, Dan Bubany, participated in a charity bachelor auction to benefit the South Carolina Jaycees	
	March 4, 2009	Director, Scott Cronin, provided a station tour to 10 members of Newcomers of Seneca and answered their questions.	
	March 7, 2009	Stephanie Maxwell, News Anchor, Emceed the American Heart Association Heart Walk at Duncan Park in Spartanburg.	
	March 9, 2009	General Manager, Guy Hempel, moderated a panel at the Opportunity Greenville session at the Chamber of Commerce	
	March 14, 2009	Anchor, Diana Watson, participated in the "Beach Ball Big Give" sponsored by Beach Ball Foundation, a group which raises money for several children's charities. Watson is also a Board Member for this foundation.	
	April 16, 2009	Members from Lebanon Baptist Church toured the WHNS station and studio.	
	April 29, 2009	News Anchor, Stephanie Maxwell, participated in the MDA "Lock-up" at Thornblade Club to raise money for kids.	

## WHNS Recruitment Initiatives Report August 1, 2008 through July 31, 2009

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of	Co-Sponsor's (if applicable)
		station personnel involved in Initiative	
'	May 2, 2009	Anchor, Dan Bubany, volunteered with the First Tee of	
		Greenville.	
	May 7, 2009	Anchor, Diana Watson, emceed the luncheon for the Upstate	
		Chapter of the American Red Cross.	
	May 16, 2009	News Anchor, Stephanie Maxwell, Emceed Upstate Women to	
		Celebrate Life in Style with a Mother-Daughter Fashion Show at	
		Macy's in Haywood Malf.	
	May 19, 2009	Anchor, Diana Watson, participated in a luncheon of board	
		members of the Beach Ball Foundation. The foundation raises	
		money for Communities in Schools, Miracle Hill Ministries	
		Children's Programs and the SC Children's Theater.	
	May 21, 2009	News Anchor Stephanie Maxwell emceed the Urban League of	
		the Upstate's 37th Annual Equal Opportunity Day Dinner. This	
		even honors a corporate citizen, a community volunteer, and a	
		individual committed to education.	
	June 16, 2009	Hosted a tour to 25 boys participating in the Mauldin Police	
		Department Summer Camp.	
	July 10, 2009	Stephanie Maxwell participated as a judge for Greer Idol in	
		downtown Greer during the Greer "Tune on Trade" concern	
		series.	1
	July 16, 2009	Hosted a tour to 25 boys participating in the Mauldin Police	
		Department Summer Camp.	